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Initial Data Collection and Preliminary Analyses for Research on First-Term Soldier Attrition and Management (Project First Term)

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14. ABSTRACT *(Maximum 200 words)*:

The 1st Term Program is a six-year effort to research the causes of attrition over the first enlistment term. The longitudinal design follows a cohort of fiscal year 1999 accessions throughout their first term. This report documents the development and initial administration of three data collection instruments: Soldier Reception Survey (SRS), End-of-Training Survey (EOT), and Exit Survey. Theory behind inclusion of specific survey items and their role in attrition modeling is discussed. Where specific survey items were taken from existing surveys, a cross-reference is provided. Preliminary scale development from a subset of SRS data is described, as well as quality of data from early SRS administrations.

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INITIAL DATA COLLECTION AND PRELIMINARY ANALYSES FOR RESEARCH ON FIRST-TERM SOLDIER ATTRITION AND MANAGEMENT (PROJECT FIRST TERM)

FINAL REPORT

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INITIAL DATA COLLECTION AND PRELIMINARY ANALYSES FOR RESEARCH ON FIRST-TERM SOLDIER ATTRITION AND MANAGEMENT (1ST TERM)

EXECUTIVE SUMMARY

Research Requirement:

Retention of enlisted members is among the Army's formidable personnel challenges. First term attrition is of particular concern. Over one-third of entering recruits fails to complete obligated enlistment terms. Such personnel turnover has been a persistent problem for the volunteer force that compounds recruiting pressures and detracts from force readiness. The Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA M&RA) has sponsored a six-year effort to research the causes of attrition over the first enlistment term and to determine how the Army can effectively reduce attrition rates.

Procedure:

The research program is a longitudinal design that follows a cohort of fiscal year 1999 accessions throughout their first term. Personal, organizational, and extra-organizational data—and changes therein—are being collected as soldiers progress through their first term. At the same time, a cross section of soldiers at various points in their first term will provide benchmarks against which the soldiers in the longitudinal study can be compared. Three survey instruments (*Soldier Reception Survey*, *End of Training Survey*, and *Exit Survey*) were developed for this study that capture factors with potential explanatory value. The three survey instruments are completed by new recruits, soldiers graduating from various phases of Initial Entry Training (IET), and individuals who separate from IET.

Findings:

Administration of the Soldier Reception Survey was completed at the end of August and initial analyses have been conducted on surveys completed through May. Initial analyses provide support for the theorized constructs of Beliefs, Feelings, and Opinions; and Reasons for Leaving/Staying. In addition, univariate statistical analyses reveal variance in survey responses; this offers promise for subsequent data modeling efforts.

Group administration of the End-of-Training survey is underway and will continue to be conducted every weekend, through December 1999. No preliminary analyses have been conducted. No problems have been reported by test administrators regarding either the survey length or confusing items.

Administration of the Exit Survey is underway. This instrument is included in the separation packet at Transition Centers. Preliminary analysis of surveys collected through May 1999 indicate that 37% of the Exit surveys contain Social Security Numbers (SSNs) that match SSNs on SRS surveys.

Utilization of Findings:

The preliminary scale development will be validated against the full sample and will be used to generate composite scores for analysis of attrition.

INITIAL DATA COLLECTION AND PRELIMINARY ANALYSES FOR RESEARCH ON FIRST-TERM SOLDIER ATTRITION AND MANAGEMENT (1ST TERM)

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INTRODUCTION

Problem of Army 1st Term Enlisted Attrition

Retention of enlisted members is among the Army's formidable personnel challenges. First term attrition is of particular concern. Over one-third of entering recruits fails to complete obligated enlistment terms. Such personnel turnover has been a persistent problem for the volunteer force that compounds recruiting pressures and detracts from force readiness. Early separation may be associated with pejorative or non-pejorative circumstances including inaptitude, behavior disorders, drug usage, other misconduct, or medical problems (Laurence, 1993; Laurence, Naughton, & Harris, 1995). The primary means of combating attrition has been screening prospective recruits on the basis of education credentials. This background characteristic has been shown to be the best single predictor of completion of the first enlistment term (Laurence, 1993). High school graduates have significantly lower rates of attrition than either non-graduates or alternative credential holders. Despite such screens, attrition continues to drain personnel resources; thus the Army launched a concerted effort to understand more fully this seemingly intractable problem.

Establishment of the 1st Term Attrition Program

The history and scope of the 1st Term Program is documented in Strickland (1999). In short, the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA M&RA) has sponsored a six-year effort to research the causes of attrition over the first enlistment term and to determine how the Army can effectively reduce attrition rates. The research program is a longitudinal design that follows a cohort of fiscal year 1999 accessions throughout their first term. Personal, organizational, and extra-organizational data—and changes therein—will be collected as soldiers progress through their first term. At the same time, a cross section of soldiers at various points in their first term will provide benchmarks against which the soldiers in the longitudinal study can be compared.

Scope of the 1st Term Attrition Program

This paper provides details of three survey instruments (*Soldier Reception Survey*, *End of Training Survey*, and *Exit Survey*) that capture factors with potential explanatory value. The three survey instruments are completed by new recruits, soldiers graduating from various phases of Initial Entry Training (IET), and individuals who "attrit" from IET. In addition to describing the specific survey items, this report provides preliminary analysis results from the *Soldier Reception Survey* for the accessions who were surveyed between January and May 1999.

The Role of the Data Collection Instruments in the Program

Soldier Reception Survey (SRS)

The SRS was designed for administration to new recruits entering the Army from January 1999 through August 1999. Questions include demographic information, background characteristics, level of motivation, behavior history, values, confidence, concerns, and attachment issues. Information obtained from this survey captures the recruit's attitudes, preparation, and Army knowledge, prior to Army training. Such items extend beyond the domain covered in previous research that concentrated on the relationships between some background characteristics (e.g., AFQT scores, education level) and attrition.

The census nature of this administration is intended to gather information from soldiers who eventually attrit, as well as those who will complete their enlistment term. Analysis of the differences between these two groups (*leavers* versus *stayers*) is designed to highlight differences between the two groups (e.g., Are people who arrive at BCT with more confidence or more knowledge of what to expect from Army life more likely to stay or leave?).

End of Training Survey (EOT)

The EOT is administered to soldiers completing Basic Combat Training (BCT), Advanced Individual Training (AIT), and One-Station Unit Training (OSUT). This survey assesses attitudes toward and experiences with the training process. In addition, some SRS questions are duplicated so that updated information on motivation, confidence, and so on can be captured. In conjunction with the SRS responses, the EOT can illuminate *changes* in the soldier's feelings toward Army life. Subsequent analysis may reveal that certain patterns of changes may provide an "early warning system" signaling soldiers at risk of attrition.

Here again, this administration is aimed at all participating soldiers. All soldiers in the cohort who complete a training stage are to be surveyed (aside from scheduling problems, etc.). Of course, soldiers who fail to graduate from training would be excluded from this administration.

Exit Survey

The Exit Survey is administered to individuals who prematurely exit from any phase of Initial Entry Training (i.e., BCT, AIT, or OSUT). Obviously, this comprises a subset of the SRS cohort. There is some overlap between the EOT and the Exit survey items in hopes that differences between the soldiers who completed IET and the attritees can be assessed. In addition, the Exit Survey specifically addresses reasons for leaving prematurely and inquires as to what steps the Army might have taken to prevent this attrition.

INSTRUMENT DEVELOPMENT

General Considerations

Content Areas Suggested by Previous Research

Heretofore, research on attrition has uncovered the personal characteristics that differentiate "stayers" from "leavers." Such research led to the finding that high school graduation status was—and is—a predictor of early separation from service. Aptitude, age, family status, moral character, and the like also have been shown to be related to attrition, though to a lesser extent than education credential. The primary strategy for managing attrition is based on screening of personnel characteristics. Less attention has been devoted to the organizational and situational correlates of attrition and related policy interventions (Laurence, Naughton, & Harris, 1995). Although attrition has been noted as more likely to occur early in the enlistment term, there is a lack of understanding regarding the actual reasons for separation and causes of dismissal either from the Army's or the soldier's perspectives. In contrast to previous efforts, 1st Term provides a more comprehensive, longitudinal investigation of attrition. By better understanding the timing and multidimensional facets of attrition, the Army should be better prepared to undertake targeted efforts to reduce unnecessary first term losses.

Data Elements in Existing Databases

An important consideration in deciding whether to devote a survey question to the collection of a particular item of information was whether the information was available in an existing database. As there is a lag in the placement of information about soldiers into DoD and Army databases, and another lag in extraction from that databases, an important consideration was whether the information should be collected sooner via a survey question or later via extraction from a database. For a number of data elements, obtaining the information sooner allows for more timely and comprehensive preliminary analyses. Table 1 presents a list of the items that were addressed by the survey instruments that could also be obtained from existing databases. The table also lists some data elements that were not addressed in the survey instruments and that will be extracted later from existing databases. Note that this is not an exhaustive list.

Table 1. Data element overlap between 1st Term surveys and existing databases

ITEM OF INFORMATION	1ST TERM SURVEY INSTRUMENTS	POTENTIAL SOURCE: EXISTING DATABASES
Gender	X	X
Race, ethnic group	X	X
Age	X	X
Education Level	X	X
Type of high school diploma	X	X
Marital status	X	X
Number of dependents	X	X
ASVAB and AFQT scores		X
Number of times reenlisted in Army		X
Reenlistment eligibility		X
Career Management Field		X
Primary MOS		X
State/Residence entry active duty		X
Pay grade		X
Physical Profile		X

Item Content Areas

The data collection instruments were designed to capture a variety of different kinds of information about first-term enlisted soldiers participating in the attrition research program. The number of specific data elements and the relative emphasis given each type of information varied across the four instruments. The time available to collect the information, the point in the soldier's Army career that the instrument was administered, the desire to track changes in soldier status over time, the requirement to differentiate between stayers and leavers, and the research objectives of explaining attrition rates and determining how they could be lowered, all contributed to the decisions about the specific content of the instruments. The types of information collected by the instruments are described below.

Background/Demographics prior to enlistment. Items covering such areas as: age, gender, ethnic background, education level, high school grades, school disciplinary problems, physical/medical condition, work history prior to enlistment, and individuals who strongly influenced the respondent to join the Army.

Current status. Items covering such areas as: marital status, number of dependent children, college plans, support by spouse/girlfriend/boyfriend for making a career of the Army, length of enlistment term, and whether spouse/girlfriend/self is pregnant.

Experiences since joining the Army. Items covering: participation in Delayed Entry Program (DEP) activities, satisfaction levels with basic and advanced individual training, drill sergeants, duty assignments, and competence of superiors.

Performance levels. The performance of the soldiers in basic and advanced training.

Beliefs, feelings and opinions. Items covering areas such as the importance to the soldier of factors like loyalty to the Army, working with others tactfully, high moral standards, physical fitness and stamina, and taking responsibility for actions and decisions.

Reasons for leaving/staying. Reasons for leaving/staying in the Army covering such areas as: adaptations to Army life, meeting physical requirements, civilian/Army comparison of pay, benefits, personal time, opportunities, and overall quality of life, family problems at home, racial and sexual discrimination, and drug/alcohol abuse.

Reenlistment, career intentions. Items asking about: current Army career intentions, years of active duty expect to complete, and reasons for being unsure about making the Army a career.

Aids to remaining in Service. Army actions that might help reduce attrition including: improved medical/dental treatment, more rigorous physical fitness training, maintaining fair standards across units, collecting feedback from soldiers on their supervisors' performance, and providing more incentives and rewards for good performance.

Cross Instrument Longitudinal Requirements

The research design demands that the surveys completed by a given soldier be linked. Individual-level analysis requires, for example, that the confidence expressed by one soldier in the reception battalion (SRS) be compared to subsequent opinions expressed by that same soldier (after BCT). Therefore, each survey requests the respondent to provide his/her Social Security Number (SSN); the SSN will be encrypted to protect confidentiality and this encrypted number will be used to link surveys and administrative file information.

Instrument Administration Restrictions

The Soldier Reception Surveys (SRS) were administered in group sessions at reception battalions. TRADOC restricted the timing of these administrations; most were conducted on weekends. Consequently, few surveys were administered to soldiers who arrived at the reception battalion early in the week and shipped to training before the weekend. Systematic bias in the data as a result of the administration schedule is unlikely; however, the restrictions did reduce the percentage of new soldiers surveyed.

Item Scales and Variable Definitions

Several different types of scales were used in the survey instruments. Dichotomous scales were generally used to record the presence/absence of a particular feeling, reason, trait, past event, and the like. These scales were used mostly on questions seeking *Yes/No* answers; demographic information; or for questions that asked the respondents to mark all the conditions that applied in their situation. In creating variables from these items, a response that indicated presence of the quality in question was assigned a value of "one," and a response that indicated absence of the quality was assigned a value of "zero".

Five-point scales were used for the most part in questions that asked respondents to record the importance of factors to themselves, their degree of satisfaction with various aspects of the Army, their agreement/disagreement with statements about the Army, their degree of confidence in themselves, or their comparative evaluations of Army/civilian life. In assigning values to responses to these items, a "five" was assigned the response alternative that was hypothesized to indicate the strongest inclination for remaining in the Army, and a "one" was assigned the response thought to indicate the least affinity for the Army. Responses that indicated moderate levels were generally assigned a value of "three," whereas a "four" and a "two" were assigned responses judged intermediate between moderate and the extremes.

Although dichotomous and five-point scales were used most frequently in the survey instruments, some scales employed three-point, six-point, and even seven-point scales. In general, these scales were adopted to be consistent with the scales used when the items appeared in survey instruments used in previous research. For example, a six-point scale is used for the item in the Soldier Reception Survey that asks the respondents to indicate their current Army career intentions. This item has been used previously in the Sample Survey of Military Personnel (SSMP) and may be used again in the future. Adopting the SSMP scale will allow more direct cross-sample comparisons.

Instrument Tryouts and Review

All survey instruments were subjected to multiple reviews by Human Resources Research Organization (HumRRO) and Army Research Institute (ARI) personnel. The original Soldier Reception Survey (SRS) was fielded in January 1999. Test administrators were encouraged to gather comments about the instrument and to provide feedback to the survey developers. In March 1999, the survey was modified to clarify some items. Both versions are included in Appendix B.

In addition, there was particular concern about the length of the Exit survey. In the process of leaving the Army, voluntarily or involuntarily, soldiers are required to fill out multiple forms at the Transition Center. These individuals might not be willing to expend the time and effort to thoroughly complete a long survey instrument. To ensure that the instrument was of a reasonable length, a pilot test of a draft instrument was conducted with clerical staff at HumRRO in December 1998. The purpose of the

instrument was explained, as well as some possible "frames of mind" of the respondents (e.g., relieved to be leaving the Army, upset to be leaving because of physical injury). Participants were asked to complete the instrument as though they were in the process of leaving the Army. The instruments were administered and timed in a group setting. After completing the forms, participants filled out a second form to provide feedback about survey items, overall length, and overall tone of the instrument. As a result of this pilot, the Exit survey was further shortened and some items were reworded.

Instrument Specifics

Soldier Reception Survey (SRS)

Administration. The SRS was intended for administration to all soldiers entering Basic Training from 2 January 1999 through 31 August 1999. It is administered to individuals in a group setting. Average completion time is approximately 25 minutes. Some respondents completed the survey in as few as 15 minutes, while others took approximately 40 minutes.

Content Emphasis and Summary. A number of items in the Soldier Reception Survey addressed the experiences of respondents prior to their enlistment in the Army. These experiences are hypothesized to affect or forecast later attrition-related decisions. Further, the best time to ask such questions was judged to be when they were freshest in the minds of the sampled soldiers. Respondents were asked about the reasons they joined the Army, who strongly influenced that decision, their average high school grades and participation in extra-curricular activities, whether they ever thought about quitting high school and why, disciplinary problems in school, fitness levels, injuries, and medical, smoking, or drinking problems prior to enlistment, whether they had ever left a job and why, and the types of schooling and diploma (if any) they had received. Together, these items called for over 100 separate responses concerning the prior experiences of the respondents.

Another set of questions in the Soldier Reception Survey addressed reasons why soldiers might decide to leave the Army prior to completing their enlistment terms. Answers to these questions may presage later attrition decisions. Moreover, if these questions are used again in surveys administered later in the research program, changes in response levels to the items may be related to changes in reenlistment and Army career intentions. Respondents were asked to indicate how strongly they agreed or disagreed with statements about military life, how they would compare Army and civilian life and opportunities, their confidence that their Army careers will be successful and the reasons why it might not be, what might cause them to leave the Army in the next six months, and whether it would be difficult for them to leave the Army. Together, these items called for over 50 separate responses concerning reasons why soldiers might leave the Army prematurely.

Other content areas covered by the Soldier Reception Survey included beliefs and opinions of respondents and their current reenlistment and Army career intentions. The

rationale for the inclusion of these types of questions was similar to the reasoning behind questions about why soldiers might decide to leave the Army before completion of their term of enlistment. Responses to such questions as well as changes in these beliefs, opinions, and intentions may be predictive of future attrition decisions. To facilitate determination of the longitudinal impact of initial and changed beliefs and opinions, many of these questions are repeated verbatim in the End-of-Training Survey.

End of Training Survey (EOT)

Administration. A single End-of-Training (EOT) survey was designed for all soldiers completing BCT, AIT, and OSUT. Note that non-OSUT soldiers take the survey twice: once upon completion of BCT and again upon completion of AIT. The scheduled survey administration period is 20 March 1999 through December 1999. The EOT is group-administered. Average completion time is 40 minutes. Some respondents completed the survey in as few as 15 minutes, while others took approximately 60 minutes.

Content Emphasis and Summary. About half of the questions on the Soldier End-of-Training Survey were questions that also appeared in the Soldier Reception Survey. Repetition allowed relation of changes in responses to later reenlistment/career intentions and decisions. Repetition also provided backup for the Soldier Reception Survey questions, in cases where soldiers missed the earlier survey. For the most part, the repeated questions fell into four areas: Background/demographics prior to enlistment (5 items); Current status (6 items); Beliefs, feelings and opinions (5 items); and Reasons for leaving/staying (8 items). Two key questions about current active duty career intentions and expectations of the soldiers were also repeated. Current plans call for many of these questions to be repeated again in later surveys.

About half of the questions that were in the End-of-Training but *not* in the Soldier Reception Survey covered the experiences since joining the Army. These questions addressed such topics as the impact of the soldier's training on preparedness, medical problems/injuries encountered, offenses committed, sexual harassment/discrimination encountered, and quality of leadership received. A number of questions concerning the current status of the soldier also appeared in the End-of-Training Survey but not in the Reception Survey. These questions addressed such topics as the soldiers' perceptions of their status with their drill sergeants, their physical health, and whether they now see their own personal values as matching those of the Army. Questions covering new Army experiences and the updated status of the soldiers will most likely continue to comprise most of the new questions appearing in later survey instruments.

Exit Survey

Administration. The Exit Survey was designed for soldiers in the study cohort separating from the Army during training (i.e., BCT, AIT, and OSUT). The survey administration period is 11 April 1999 through December 1999. Survey length was of particular concern for the Exit Survey. Researchers anticipated that separating soldiers

would be disinclined to spend much time completing a survey. Thus, the length was restricted to four pages, with a typical administration time of 5-10 minutes. The survey is administered on an individual basis at Transition Centers. The respondent is given a packet of documents to complete, including the Exit Survey. The absence of a trained administrator made it critical that the items and completion instructions be clear.

Content Emphasis and Summary. To keep the response burden low, the Soldier Exit Survey has just 14 questions, only three of which call for multiple responses. These three questions are directed at the satisfaction levels of the attritees with various elements of their Army experience, the extent to which each of 23 factors was a reason for the soldier's leaving the Army, and the extent to which various Army actions, if taken, would have helped the soldier complete his/her term of enlistment. An open-ended question asked the respondents to indicate why they were leaving the Army. The *satisfaction* and *reason for leaving* questions were designed to help determine why soldiers are leaving, while the third multiple response question was designed to help determine what the Army could do to lower attrition probabilities for soldiers with particular dissatisfactions and reasons for leaving.

The survey also contains several questions asking how Army life compared with the expectations of the soldier, whether the soldier's health was better or worse now than when the soldier first entered the Army, how early release from the Army will affect the achievement of career goals, and the type of discharge the soldier received (honorable or otherwise). Two other questions were directed at whether the soldier would recommend that others join the Army. Taken together, these questions address the potential effect on the exiting soldiers of their early release from the Army.

STATUS OF SURVEY ADMINISTRATION

Number and Type of Surveys Completed

Administration of the SRS survey is complete. According to records maintained by test administrators, 54,020 surveys were administered between 2 January 1999 and 31 August 1999. Note that this includes surveys completed by individuals who will be excluded from the analyses, specifically, non-Active Army soldiers, individuals who failed to provide their Social Security Numbers, and respondents who left many of the survey items blank (i.e., seven or more missing responses). Based upon preliminary analysis of the respondents through 31 May 1999, we anticipate a usable survey rate of approximately 62%, or 33,000 surveys.

EOT survey administration is ongoing and will continue through December 1999. According to test administrator records, 26,964 surveys were administered in BCT and 19,025 surveys in AIT and OSUT between 20 March 1999 and 25 September 1999. Note that an individual soldier may complete a survey at the end of BCT and another at the end of AIT, so although 45,989 surveys have been completed, this represents a smaller number of soldiers. Analysis of EOT surveys has not begun. At the outset of EOT analysis, surveys with a large number of missing responses, and surveys with missing SSNs will be eliminated from analysis. Thus, the size of the usable pool will be reduced.

Exit survey administration is also ongoing. Test administrators report that 5,116 surveys were completed between 11 April 1999 and 25 September 1999. As with the SRS and EOT surveys, Exit surveys with a large number of missing responses or missing SSNs will be eliminated from analysis. Although analyses will be conducted on all remaining Exit surveys, some analyses will be restricted to those respondents for whom both an SRS and an Exit survey exist. Preliminary analysis of the respondents through 31 May 1999 revealed that 513 of 1374 (37%) surveys contained SSNs that could be matched to SRS SSNs. This percentage is constrained by three factors:

1. Some of the exiting trainees probably entered Service prior to 1/2/99, when the SRS went live. A matching SRS wouldn't exist for these individuals.
2. Some accessions entering after 1/2/99 did not receive an SRS, due to the scheduling issues mentioned earlier. For example, soldiers who arrived at the Reception Battalion on an early weekday and shipped prior to the weekend were not surveyed.
3. If a soldier neglected (intentionally or not) to specify an accurate SSN on either the SRS or the Exit survey, their two surveys could not be matched. Of the Exit surveys described in the report, 200 contained no SSN at all; presumably, exiting individuals may be disinclined to be identified.

Future analyses will assess the relationships between predictive information gathered with the SRS versus subsequent Exit survey information.

Coverage of Target Sample

As explained earlier, the SRS was scheduled to be administered to an entire cohort rather than to a sample of accessions. Restrictions on the timing of administration sessions and unavailability of some accessions during the administration resulted in a portion of the pool being excluded from survey participation. Estimates of the percentage of new recruits included in the sample are only preliminary at this point. Comparison of the SRS survey throughput to Defense Manpower Data Center's (DMDC) count of accessions in February through April indicates that approximately 57% of accessions were surveyed.

Table 2 summarizes the status of survey administration as of 25 September 1999.

Table 2. Survey administration status as of 09/25/99.

Survey Instrument	Scheduled Administration Dates	Status of Administration	Number of Surveys Administered as of 09/25/99	Notes
SRS	01/08/99 – 08/31/99	Complete	54,020	For administrative convenience, Reservists and National Guardsmen were included in the group survey administration sessions, although only Active Army members are the focus of this research project. Preliminary analysis of SRS surveys through 05/31/99 revealed that 62% of the surveys were for Active Army personnel. The 54,020 surveys indicated in the column to the left include all surveys administered as of 09/25/99, including Reservists and National Guardsmen.
EOT	03/20/99 – 12/31/99	Ongoing	26,964	
Exit	04/11/99 – 12/31/99	Ongoing	5,116	As of 05/31/99, 37% match SRS SSNs

PRELIMINARY ANALYSES OF SOLDIER RECEPTION SURVEY

A subset of SRS surveys was scanned and preliminary analyses were conducted. These data represent accessions who entered Service between January and May 1999. Previous studies have consistently detected seasonal differences in recruit characteristics. For example, winter and spring accessions typically have lower educational achievement than summer accessions. Thus, any findings herein should not be generalized to the overall characteristics of fiscal 1999 accessions.

Data Elimination

For the sake of administrative convenience, all accessions were eligible to participate in the survey administration, although the study only called for analysis of Active Army members. Thus, records for any individuals who identified themselves as Reservists or National Guardsmen were flagged as unusable.

Any respondents who neglected to provide a nine-digit Social Security Number (SSN) were also eliminated from the usable pool of surveys. In the preliminary data analysis, this resulted in the elimination of 2.8% of the surveys. Prior to the final data analysis, survey forms containing missing/incomplete SSNs will be manually inspected; if the SSN can be determined it will be hand-entered into the data file. Thus, a smaller percentage of surveys will be eliminated due to a missing SSN.

In addition, surveys with a large number of missing responses were considered unreliable and were eliminated. The tolerance for the acceptable number of missing responses was determined empirically. The number of missing responses was tallied for each respondent (counting multi-part items, such as item 25, as a single response). Generally-accepted analytic guidelines suggest that a scree plot of the frequencies of missing responses be examined to set the cutpoint for an acceptable proportion of surveys to eliminate. In this case, surveys containing seven or more missing responses were eliminated, resulting in a loss of 3.5% of the respondent pool.

Item Category Consolidation

Initial analyses consisted of frequency distributions to look for problematic items. For example, response options that were never selected might reflect unclear questions; non-normal or highly skewed distributions of responses might indicate that response categories should be collapsed into a fewer number of categories. The smaller set of categories would be parsimonious and foster meaningful statistical analysis. In addition, dichotomous variables were created, as appropriate, to facilitate future analysis. The following item responses were recoded to collapse across infrequently-used categories. Table A-1 presents the actual survey items.

- Number of Children (item 13)
  Very few respondents reported having 3 or 4-or-more dependent children. Thus responses were recoded to indicate that the respondent had either 0, 1, or 2-or-more children.

- Types of Trouble in School (item 22)
  Most of the listed types of trouble were low base rate behaviors, therefore a variable containing a tally of the number of types of reasons was created. Thus subsequent analysis would relate number of types of trouble, but not specific types of trouble, to attrition.

- High School Extracurricular Activities (item 26)
  Items b, c, and d (drama, music, art, chorus; school clubs; other clubs) were selected infrequently; they were combined into a single variable. The remaining item, a (athletic teams), was selected more frequently and was thus left as a separate variable.

- Current Marital Status (item 28)
  Responses were converted into two dichotomous variables: married or not, and single-never-married or not.

- Employment of Significant Other (item 30)
  Responses were converted into a dichotomous variable indicating whether the respondent had a "significant other" who was employed.

- Pregnant Spouse/Girlfriend (item 33)
  Responses were converted into a dichotomous variable indicating whether the respondent has a significant other who is currently pregnant or planning to become pregnant within a year.

- Pre-enlistment Injuries (item 36)
  Few respondents indicated multiple injuries; therefore a dichotomous variable indicating whether the respondent had reported zero or one-or-more injuries was created.

- Smoking (item 42)
  This item was converted into a dichotomous variable indicating whether the respondent smoked never/rarely versus weekly/more.

- Alcohol Consumption (item 43)
  This item was converted into a dichotomous variable indicating whether the respondent drank alcoholic beverages never/rarely versus weekly/more.

- Advise Male About Joining Army (item 52)
  Most respondents (89%) indicated that they would advise a qualified friend to join the Army; the remainder of respondents were split almost evenly between advising that the friend join another Service and advising against joining the military entirely. This item was recoded into a dichotomous variable representing advising the friend to join the Army or not.

- Advise Female About Joining Army (item 53)
  Most respondents (77%) indicated that they would advise a qualified friend to join the Army; the remainder of respondents were split almost evenly between advising that the friend join another Service and advising against joining the military entirely. This item was recoded into a dichotomous variable representing advising the friend to join the Army or not.

Formation of Composite Variables

In the interest of data reduction, several sets of related survey items were submitted to principal components analysis (PCA). All solutions were rotated with Varimax with Kaiser Normalization. Two researchers independently reviewed the PCA results to determine the appropriate number of factors, which survey items should be combined into composite variables, and a meaningful name for each composite. The researchers subsequently met to decide these issues. Cronbach's alpha reliability coefficient was calculated on each agreed-upon composite to determine whether the reliability standard of .70 was met by the composite. Note that this analysis was preliminary and will be repeated in toto with the complete data set.

The theorized groupings and the analytic results are listed below.

- ***Beliefs, Feelings, Opinions*** (Items 9, 52, 53, 58, 59)
  PCA identified three factors that, together, accounted for 61% of the variance in the items. The factors are as follows:

  1. Upholding Moral Standards (items 9b, 9e, 9f, 9g, 9h, 9I, 9j, 9k, 9l, 9m, 9n)
  2. Dedication to U.S. and Army (items 9a, 9d)
  3. Advise to Join Army (items 52, 53)

  Items 9c, 58 and 59 were kept as separate variables.

- ***Reasons for Leaving/Staying Part I*** (Items 44, 45, 46, 47, 48, 49)
  PCA resulted in five factors, accounting for 57% of the variance:

  1. Benefits (items 45b, 45c, 45d, 45e, 45f, 45m)
  2. Confidence of Success in Army (items 46a, 46b, 46c, 46d, 46e)
  3. Difficult to Leave Army Now (items 44b, 44c, 44d, 44g, 48, 49)
  4. Schedule Allows Time for Life Outside Army (items 45h, 45I, 45l)
  5. Attachment to Army (items 44a, 44e, 44f)

  Items 45a, 45g, 45j, 45k, 45n, and 47 were kept as separate variables.

- ***Reasons for Leaving/Staying Part II*** (Items 54, 57)
  PCA was unsatisfactory, generating seven factors to account for 51% of the variance. Of the 25 survey items, only two pairs of items were deemed to merit combination:

  1. Sexual Harassment/Discrimination (items 57l, 57p)
  2. Uncertainty (items 54a, 54b)

The factors listed above were used to generate scale scores for each individual by calculating an unweighted average of the individual response items included in each composite.

Data Quality

As documented above and elsewhere (Strickland, 1999), the 1st Term project employs a complex design in support of the Army's goal of minimizing first term enlisted attrition. As survey data collection nears completion and analysis proceeds, the quality of the resulting data is an important consideration. Assessment of data quality requires the consideration of numerous dimensions that affect reliability and construct, content, concurrent, and predictive validity.

A fundamental quality consideration is sample adequacy. Attrition is a pervasive and stubborn phenomenon—affecting all yearly accession cohorts. However, by necessity this longitudinal study of attrition was launched in FY 1999. Survey administration did not coincide with the start of the fiscal year (i.e., 1 October 1998) but began in January 1999. Questions regarding "convenience" sampling and cohort peculiarities also may arise from the fact that survey administration at reception battalions was primarily restricted to weekends. Certainly, there is some variation in recruit characteristics—aptitude levels and demographics—over time. Recruiting statistics have also revealed that within a given fiscal year, recruit quality (as indexed by aptitude scores and education credentials) fluctuates. Corresponding to the timing of high school graduation and subsequent career plans, quality tends to be lowest in the winter and highest in the summer and early fall. Although surveys of entering recruits missed the first "higher quality" period, administration continued into the summer ensuring an adequate quality distribution, free from systematic bias. Further, given the extremely large sample sizes, with at least 57% of recruits who entered during this period participating in the SRS, the obtained estimates are expected to be highly reliable (Krejcie & Morgan, 1970) and more than adequate for the task of predicting attrition across the phases of the first enlistment term.

Beyond sampling, the survey instruments affect data quality. The three surveys developed for this project comprise well-planned and constructed items tapping background, beliefs, feelings, opinions, perceptions, and intentions. Proven items from previously-fielded instruments were used whenever possible. Although 1st Term

ambitiously taps a number of constructs that previous research suggests is related to attrition, operational constraints preclude exhaustive coverage. For example, although respondents are asked about organizational climate, an independent assessment of organizational factors was beyond the project scope. Even such an extensive project as this would not be expected to cover all factors related to attrition. To attempt to do so would jeopardize the clarity and quality of individual-level variables.

The format for all surveys was self-report, paper-and-pencil, and machine scoreable. Surveys were administered on-site at reception stations, at training installations, and at transition sites, thus ensuring higher response rates than expected with mail-out surveys (Fowler, 1988). Although confidentiality was guaranteed, respondents were asked to provide their social security numbers (SSNs) so that survey data could be linked to other surveys and administrative files for research purposes. In addition to mismarking, respondents may have intentionally omitted this personal identifier to retain anonymity. The match rate between SRS and Exit survey respondents was approximately 40%. Once incomplete and missing SSNs are resolved (e.g., hand entered when identifiable) this rate will increase. It is encouraging that only 2.8% of SRS cases were eliminated because of missing/incomplete SSNs and only 3.5% were eliminated because of excessive missing data (i.e., seven or more blank items).

Lag time in access to administrative data files led to the inclusion of overlapping survey items. This redundancy enables further assessment of data quality once the linkage is made. Although systematic bias is not suspected, further analyses of survey respondents with and without SSNs will be conducted on complete datasets to more completely address data quality.

Response distributions from respondents as of May 1999 further attest to good data quality. Variance estimates from univariate analyses show promise for subsequent attrition modeling efforts. Preliminary factor analyses yielded the following reliable constructs: Beliefs, Feelings, and Opinions; and Reasons for Leaving/Staying. In addition to comparing responses across phases of enlistment, the survey design and inclusion of items from other Army surveys (e.g., SSMP) enables comparisons with other datasets.

All-in-all, the quality of the 1st Term data attest to the fact that this effort is well planned and comprehensive (yet not exhaustive). Given the amount and wealth of data collected in the face of operational contingencies and constraints, attrition modeling will be well served by 1st Term.

SUMMARY

The 1st Term Program is designed to capture self-report and administrative information for recruits entering Service during fiscal year 1999. Three data collection instruments were developed specifically for this project: Soldier Reception Survey (SRS), End-of-Training Survey (EOT), and the Exit Survey. These three instruments together obtain information from soldiers over the period of training, with the SRS capturing entry data, the EOT identifying changes and experiences during training, and the Exit Survey eliciting soldiers' own descriptions of their reasons for premature separation. The survey instruments incorporated measures proven useful by previous studies; in addition, they moved beyond the current literature to capture the soldier's cognitive and affective status at specific points in Initial Entry Training (IET).

The Soldier Reception Survey (SRS) records the recruit's demographic characteristics, behavioral history, confidence, and expectations at the reception battalion. Administration of the SRS was completed at the end of August and initial analyses have been conducted on surveys completed through May. Initial analyses provide support for the theorized constructs of Beliefs, Feelings and Opinions; and Reasons for Leaving/Staying. In addition, univariate statistical analyses reveal variance in survey responses; this offers promise for subsequent data modeling efforts.

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Appendix A

Survey Item Tables

The tables in this Appendix present the questions on items that comprised the three survey instruments used in initial data collections. The tables list the item number (as it appears on the survey instrument), the wording of the question stems, the scale used by the respondent to answer the questions, the content areas in which the items were classified for later analytic purposes, and the sources of the items (previous survey instruments or constructed especially for these instruments). Items that were taken from previous survey instruments but were modified by the authors are identified with an asterisk in the tables. Copies of the actual survey instruments are given in Appendix C.

In the following tables, the sources given for the survey items may not be the only sources of the items. In the case of some items, the original items in the sources cited were modified in adapting the items for the use in the present survey. Asterisks are used to denote sources where the modifications were relatively minor ones that did not in the author's opinion change the basic meaning of the questions or responses. Asterisks were also used to denote sources from which subsets of items were extracted for use in multi-response questions. Where the modifications changed the content of the items significantly, there was no designation --- indicating that the items were new.

Items from older surveys which would not allow comparisons with the current sample responses were also designated as "new." The source codes used in the tables are:

Code	*Source*
S97, S98	Spring 97 and Spring 98 Sample Survey of Military Personnel
C96, C98	1996 and 1998 Survey on Officer Careers
P97	PERSTEMPO Impact Study (1997)

The number appearing after the source code is the respective survey number.

Table A-1. The Soldier Reception Survey items.

Question No.	Wording of Question Stem	Response Scale	Content Area	Source
1.	Listed below are some reasons why people join the Army. How important was each of these reasons in your decision to join the Army?	Not at all Important to Extremely Important	Background/ Demographics	S98-69
2.	Which of the following (people) strongly influenced you to join the Army?	Mark all that apply	Background/ Demographics	
3.	What component of the Army did you join?	Mark option that best describes you	Current status	
4.	How familiar are you with what will be expected of you in the Army?	Not at all familiar to Extremely familiar	Current status	
5.	How long did you participate in the Delayed Entry Program (DEP)?	Less than 1 month to 12 months	Experiences since joining	
6.	How often did your recruiter hold DEP activities?	Never to More than once a month	Experiences since joining	
7.	How often did you attend DEP activities?	Less than once a month to More than once a month	Experiences since joining.	
8.	In which of the following activities did you participate while in the DEP?	Mark all that apply	Experiences since joining	
9.	How important is each of the following TO YOU PERSONALLY?	Not at all important to Extremely important	Beliefs/Feelings/ Opinions	S98-40*
10.	In what year were you born?	1950-1999	Background/ Demographics	C96-104
11.	When you were growing up, did you have a parent/guardian who was career active duty military?	Yes/No	Background/ Demographics	C96-105
12.	Are you: Male ____ Female _____		Background/ Demographics	S97-103*
13.	How many dependent children do you have (for whom you provide financial support)?	None to 4 or more.	Current status	S97-38*
14.	Are you of Hispanic/Spanish origin or ancestry (of any race)?	No; Yes, Mexican; Yes, Puerto Rican; Yes, other Hispanic/Spanish	Background/ Demographics	S97-104
15.	What is your racial background?	American Indian, Eskimo or Aleut; Asian or Pacific Islander; Black; White	Background/ Demographics	S97-105

Continued

Table A-1 (continued)

16.	Fill in the circles for each grade you finished. It's OK to choose more than one type of school. Fill a circle for EACH grade you finished.	Grades 1-12; Public school; Private school; Classes mostly at home; GED equivalency	Background/ Demographics	
17.	Did you finish high school? If yes, choose the credential(s) you earned when you finished high school.	No/Yes. Type of Diploma or Certificate	Background/ Demographics	
18.	Did you finish one semester/quarter of college (at least 4 courses)? If yes, fill in your highest level.	No/Yes. One or more semesters/ quarters to A bachelor's or higher degree	Background/ Demographics	
19.	Did you participate in the National Guard ChalleNGe program? If yes, did you graduate from ChalleNGe?	No/Yes; No/Yes	Background/ Demographics	
20.	What was your average grade during the time you were in high school?	D or lower to A or A-	Background/ Demographics	
21.	Are you planing to go to college?	Yes, during this enlistment; Yes, after completing this term of active duty; No; Undecided	Current status	
22.	Did you ever get into trouble at school for doing any of the things below? Mark all things for which you were sent to the principal's office	Mark all that apply.	Background/ Demographics	
23.	Were you ever expelled from high school or junior high (intermediate school)?	Yes/No	Background/ Demographics	
24.	Were you ever suspended from high school or junior high (intermediate school)?	Yes/No	Background/ Demographics	
25.	If you ever thought about quitting high school, show why.	Mark all that apply	Background/ Demographics	
26.	During high school, did you participate in any of the following activities?	Did not participate to Participated as a leader or officer	Background/ Demographics	
27.	During your high school years, what size city or area did you live in?	Rural area to Large city (over 300,000 people)	Background/ Demographics	

Continued

Table A-1 (continued)

28.	What is your current marital status?	Widowed; Divorced; Single, engaged; Single, never married; Legally separated; Married	Current status	S97-31
29.	Is there an important girlfriend/boyfriend in your life right now?	Yes/No; Does not apply; Am married	Current status	C96-86*
30.	Is your spouse/girlfriend/boyfriend currently working in a civilian job?	Mark one (of 7 alternatives)	Current status	S97-34
31.	How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?	Very unsupportive to Very supportive	Current status	S97-35*
32.	When your spouse/girlfriend/boyfriend was growing up, did he/she have a parent/guardian who was career active duty military?	Yes/No; Don't know; Does not apply	Current status	C96-91
33.	Is your spouse/girlfriend currently pregnant?	Yes/No; Don't know; Does not apply	Current status	S97-35*
34.	During the last 12 months, have you (or your spouse/girlfriend) given birth to a child?	Yes/No; Does not apply	Background/ Demographics	S97-54
35.	During the two years before entering the Army, what was your average level of fitness?	Very low to Very high	Background/ Demographics	
36.	During the two years before entering the Army, how many fairly serious physical injuries did you receive?	None to 10 or more	Background/ Demographics	
37.	During the two years before entering the Army, were you ever advised by a medical practitioner not to participate in any exercise or sport programs?	Yes/No	Background/ Demographics	
38.	Have you ever left a job for any of the following reasons?	Mark all that apply	Background/ Demographics	
39.	Did you need to get a moral waiver in order to be accepted by the Army?	Yes/No	Background/ Demographics	
40.	Did you need to get a medical waiver in order to be accepted by the Army?	Yes/No	Background/ Demographics	
41.	What is the length of your enlistment term?	2 years to More than 4 years	Current status	
42.	During the last 6 months before entering the DEP, how often did you smoke cigarettes?	Never to Daily	Background/ Demographics	

Continued

Table A-1 (continued)

43.	During the last 6 months before entering the DEP, how often did you drink alcoholic beverages?	Never to Daily	Background/ Demographics	
44.	How strongly do you agree or disagree with the following statements about your military life?	Strongly Disagree to Strongly Agree	Reasons for Leaving/Staying	P97-48
45.	From what you know and have heard about the Army and civilian life, please indicate how you believe conditions in the military are compared with conditions in a civilian job you could realistically expect to get.	Much better in civilian life to Much better in Army	Reasons for Leaving/Staying	C96-63*
46.	How confident are you that you will: MARK A REPONSE FOR EACH.	Not at all Confident to Extremely Confident	Reasons for Leaving/Staying	
47.	The kind of work I enjoy the most is available:	Only in the civilian world to only in the military	Reasons for Leaving/Staying	C96-42
48.	Considering both your own qualifications and current labor market conditions, how difficult to you think it would be for you to find a good civilian job right now?	Very easy to Very difficult	Reasons for Leaving/Staying	C96-71*
49.	My personal or family situation would make it difficult for me to leave the Army in the next year or so.	Strongly disagree to Strongly agree	Reasons for Leaving/Staying	C96-72*
50.	Which ONE of the following best describes your current Army career intentions?	Definitely leave upon completion of my present obligation to Definitely stay until retirement	Reenlistment/Career intentions	S97-8*
51.	How many years of active duty service do you expect to have completed by the time you leave the Army?	Zero to 39	Reenlistment/Career intentions	C96-14
52.	A male friend who you think is qualified asks your advice about joining the Army. Would you recommend that he…	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-10*
53.	A female friend who you think is qualified asks your advice about joining the Army. Would you recommend that she...	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-11*
54.	Do any of the following cause you to be unsure about an Army career?	Mark all that apply	Reasons for Leaving/Staying	C98-103*
55.	How has your commitment to an Army career changed since you signed your Army contract?	Much less now to Much greater now	Reenlistment/Career intentions	C96-55*

Continued

Table A-1 (continued)

56.	At the present time; how do you feel about your decision to enlist in the Army?	Definitely made the wrong decision to Definitely made the right decision	Reenlistment/Career intentions	
57.	Assume you were to leave the Army in the next six months. Which of the following reasons for leaving would likely apply in your case?	Likely to apply/Not likely to apply	Reasons for Leaving/ Staying	
58.	At the present time, what level of strain, conflict or stress—if any—are you experiencing about your stay in the Army?	None to Very high	Beliefs/Feelings/ Opinions	S97-28*
59.	How would you rate your current level of morale?	Very low to Very high	Beliefs/Feelings/ Opinions	S97-25
60.	Have you participated in Values Training since entering the Army?	Yes/No	Experiences since joining	
61.	Enter your Social Security Number below	-------	--------	C96-119*

Table A-2. The Soldier End-of-Training Survey items.

Question No.	Wording of Question Stem	Response Scale	Content Area	Source
1.	What component of the Army did you join?	Mark the option that best describes you.	Current status	C96-119*
2.	Enter your Social Security Number below	-----	-----	------
3.	What stage of training are you currently completing?	Mark one	Current status	
4.	How satisfied are you with the training you have received since you entered the Army?	Very dissatisfied to Very satisfied	Beliefs/Feelings/ Opinions	
5.	How realistic were the expectations you had about Army life before you joined the Army?	Very unrealistic to Very realistic	Background/ Demographics	
6.	How often did your recruiter hold DEP activities?	Never to More than once a month	Experiences since joining	
7.	How has Army life compared with your expectations before joining the Army?	Much worse than I expected to Much better than I expected	Current status	
8.	To what extent has your most recent training…	Not at all to Very great extent	Experiences since joining	C98-4*
9.	How has your commitment to an Army career changed during this training?	Much less now to Much greater now	Reenlistment/Career intentions	
10.	What effect, if any, have your Army experiences had on the development of specific job knowledge, skills, and abilities that will help you perform a civilian job?	No effect to Extremely positive effect	Reasons for Leaving/Staying	
11.	What effect, if any, have your Army experiences had on the development of personal characteristics and attributes that will help you perform in a civilian job?	Strong negative effect to Strong positive effect	Reasons for Leaving/Staying	
12.	How does your physical health compare now to what it was when you first entered the Army?	Much worse now to Much better now	Current status	
13.	During your recent training, did you have any medical problems/injuries for which you visited a Doctor or the Troop Medical Command (TMC)?	Yes/No	Experiences since joining	
14.	Before you enlisted, were you ever advised by a medical practitioner not to participate in any physical exercise or sports program because of a problem/injury similar to the one you had during your recent training?	Yes/No, Does not apply	Background/ Demographics	

Continued

Table A-2 (Continued)

15.	How strongly do you agree or disagree with the following statements about your military life? MARK A RESPONSE FOR EACH.	Strongly disagree to Strongly Agree	Reasons for Leaving/Staying	C98-44*
16.	Since arriving at your present army post, did you get into any serious trouble (UCMJ offenses)?	No to Yes, four or more times	Experiences since joining	
17.	Since arriving at your present Army post, have YOU been sexually harassed?	No to Yes, 4 or more times	Experiences since joining	S97-67*
18.	Who sexually harassed YOU?	Mark One	Experiences since joining	S97-69
19.	Was this person in your unit?	No/Yes	Experiences since joining	S97-70*
20.	Did you report the sexual harassment incident to your chain of command or other military authority?	Mark One	Experiences since joining	S97-71
21.	Since arriving at your present Army post, have you been subjected to discrimination?	Mark all that apply	Experiences since joining	S97-77*
22.	Did you report the discrimination incident to your chain of command or other military authority?	Mark One	Experiences since joining	S97-78*
23.	Since arriving at your present Army post, has military justice been administered fairly to you and your peers?	Yes/No; Don't know	Experiences since joining	S97-81*
24.	Since arriving at your present Army post, was the most severe punishment for the same type of offense usually given to:	Mark all that apply	Experiences since joining	S97-82*
25.	Please indicate your level of satisfaction with the following aspects of Army life at the present time.	Very dissatisfied to Very satisfied	Beliefs/Feelings/ Opinions	
26.	How much do you agree or disagree with the following statements about your most recent training unit?	Strongly disagree to Strongly agree	Experiences since joining	S98-17*
27.	Suppose your drill sergeants were to compare your performance to other soldiers in your training company. How would they rate your…	Below average (bottom 30%) to Truly exceptional (top 5%)	Current status	
28.	From what you know and have heard about the Amy and civilian life, please indicate how you believe conditions in the military are compared with conditions in a civilian job you could realistically expert to get.	Much better in civilian life to Much better in Army	Reasons for Leaving/Staying	C96-63*
29.	The kind of work I enjoy the most is available:	only in the civilian world to only in the military	Reasons for Leaving/Staying	C96-42
30.	Please indicate your level of agreement with using the Army for the following types of missions.	Strongly disagree to Strongly agree	Beliefs/Feelings/ Opinions	S98-10

Continued

Table A-2 (Continued)

31.	How confident are you that you will: Mark a response for each	Not at all Confident to Extremely Confident	Reasons for Leaving/Staying	
32.	How important is each of the following TO YOU PERSONALLY?	Not at all important to Extremely important	Beliefs/Feelings/ Opinions	S98-40
33.	As you see it now, how well do your personal values match the values of the Army?	Not at all to Very great extent	Current status	
34.	As you see it now, to what extent are you the type of individual that the Army wants as a soldier?	Not at all to Very great extent		
35.	Assume you were to leave the Army in the next six months. Which of the following reasons for leaving would likely apply in your case?	Likely to apply/Not likely to apply	Reasons for Leaving/ Staying	
36.	At the present time, what level of strain, conflict or stress—if any—are you experiencing about your stay in the Army?	None to Very high	Beliefs/Feelings/ Opinions	S97-28*
37.	How would you rate your current level of morale?	Very low to Very high	Beliefs/Feelings/ Opinions	S97-25
38.	Considering both your own qualifications and current labor market conditions, how difficult to you think it would be for you to find a good civilian job right now?	Very easy to Very difficult	Reasons for Leaving/Staying	C96-71*
39.	My personal or family situation would make it difficult for me to leave the Army in the next year or so.	Strongly disagree to Strongly agree	Reasons for Leaving/Staying	C96-72*
40.	A male friend who you think is qualified asks your advice about joining the Army. Would you recommend that he…	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-10*
41.	A female friend who you think is qualified asks your advice about joining the Army. Would you recommend that she...	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-11*
42.	Are you: Male ____ Female _____		Background/ Demographics	S97-103*
43.	Are you of Hispanic/Spanish origin or ancestry (of any race)?	No; Yes, Mexican; Yes, Puerto Rican; Yes, other Hispanic/Spanish	Background/ Demographics	S97-104
44.	What is your racial background?	American Indian, Eskimo or Aleut; Asian or Pacific Islander; Black; White	Background/ Demographics	S97-105

Continued

Table A-2 (Continued)

45.	What is your current marital status?	Widowed; Divorced; Single, engaged; Single, never married; Legally separated; Married	Current status	S97-31
46.	How many dependent children do you have (for whom you provide financial support)?	None to 4 or more.	Current status	S97-38*
47.	Is there an important girlfriend/boyfriend in your life right now?	Yes/No; Does not apply; Am married	Current status	C96-86*
48.	How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?	Very unsupportive to Very supportive	Current status	S97-35*
49.	Did you finish high school? If yes, choose the credential(s) you earned when you finished high school.	No/Yes. Type of Diploma or Certificate	Background/ Demographics	
50.	Are you planing to go to college?	Yes, during this enlistment; Yes, after completing this term of active duty; No; Undecided	Current status	
51.	How IMPORTANT TO YOU is it that you complete your enlistment obligation?	Not at all important to Extremely important	Reenlistment/Career intentions	
52.	Which ONE of the following best describes your current Army career intentions?	Definitely leave upon completion of my present obligation to Definitely stay until retirement	Reenlistment/Career intentions	S97-8*
53.	How many years of active duty service do you expect to have completed by the time you leave the Army?	Zero to 39	Reenlistment/Career intentions	C96-14
54.	Do any of the following cause you to be unsure about an Army career?	Mark all that apply	Reasons for Leaving/Staying	C98-103*
55.	Enter your Social Security Number	-----	------	C96-119*

Table A-3. The Soldier Exit Survey items.

Question No.	Wording of Question Stem	Response Scale	Content Area	Source
1.	Enter Today's date (MM/DD/YYYY)	---	---	----
2.	How did Army life compare with your expectations?	Much worse than I expected to Much better than I expected	Background/ Demographics	
3.	Overall, how SATISFIED were you with the following elements of your Army experience?	Very Dissatisfied to Very Satisfied	Beliefs/Feelings/ Opinions	
4.	How does your health compare now to what it was when you first entered the Army?	Much worse now to Much better now	Current status	
5.	To what extent was each of the following a reason for your leaving the Army?	Not at all to Very great extent	Reasons for Leaving/Staying	
6.	To what extent would each of the following have helped you complete your term of enlistment?	Not at all to Very great extent	Aids to remaining in Service	
7.	How do you feel about leaving the Army before your current obligation is completed?	Very bad to Very good	Beliefs/Feelings/ Opinions	
8.	How satisfied are you with the training you have received since you entered the Army?	Very dissatisfied to Very satisfied	Beliefs/Feelings/ Opinions	
9.	What kind of discharge from the Army will you receive?	Bad Conduct; Other Than Honorable: Under Honorable Conditions; Honorable; Other	Current status	
10.	How will early release from the Army affect your ability to achieve your career goals?	Strong negative effect to Strong positive effect	Reasons for Leaving/Staying	
11.	If a male asked your advice about joining the Army, would you recommend that he..	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-10
12.	If a female asked your advise about joining the Army, would you recommend that she…	Not join a military service to Join the Army	Beliefs/Feelings/ Opinions	S97-11
13.	Enter your Social Security Number below.	----	----	C96-119*
14.	In your own words, why are you leaving the Army?	Open-ended	Reasons for Leaving/Staying	

Appendix B

Sample SRS Forms

This appendix contains a copy of each of these forms as follows:

Soldier Reception Survey (SRS) --- original

Soldier Reception Survey (SRS) --- revised

SOLDIER RECEPTION SURVEY

SURVEY APPROVAL AUTHORITY: U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES
SURVEY CONTROL NUMBER: PT 60-18A

The **Soldier Reception Survey** is part of a research project to evaluate the attitudes and experiences of enlisted personnel during their careers in the United States Army. In this project, the U.S. Army Research Institute (ARI) will assess the expectations and impressions of new recruits, soldiers completing training, and personnel exiting the Army. The project covers a wide range of issues related to soldiers' jobs, careers, and the Army as a whole. The overall purpose is to provide senior Army leaders information for recruiting, training, and retaining a high quality force of soliders.

Thank you for your support for this survey program.

PRIVACY ACT STATEMENT

1. The Department of the Army may collect the information requested in this survey under the authority of 10 United States Code 2358. Providing information in this questionnaire is voluntary. Failure to respond to any specific question will not result in any penalty.

2. Public Law 93-573 (Privacy Act of 1974) requires that you be informed of the purpose and uses to be made of the information collected. The information collected in the survey will be used solely for research purposes. Your Social Security Number (SSN) is requested only for linking data files. Use of SSNs is authorized by Executive Order 9397. In accordance with federal regulations, the survey data will be safeguarded to protect your privacy. After we have used your SSN to create the data files, a new identification code will be created to replace your SSN. The file linking your SSN to the new ID code will be properly secured to preserve confidentiality. Only survey statisticians involved in collecting or preparing the information for analysis will have access to completed questionnaires. Only group statistics will be reported.

How to fill out this survey.

Read each question carefully and mark your answers directly on this form.

MARKING INSTRUCTIONS

- **Please use a No. 2 pencil.**
- **Please completely fill in the response as shown in the examples:**

Some questions ask you to mark ONLY ONE answer.

What component of the Army did you join? Mark the option that best describes you.

● Active Army
Reserve
National Guard

Other questions ask you to mark MORE THAN ONE answer.

Which of the following strongly influenced you to join the Army? MARK ALL THAT APPLY.

Parent(s)/Guardian(s)
● Friend(s)
Wife/Husband/Girlfriend/Boyfriend
● Athletic Coach
● Teacher

1. Listed below are some reasons why people join the Army. How important was each of these reasons in your decision to join the Army?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
a. Army advertising	1	2	3	4	5
b. Army recruiter	1	2	3	4	5
c. Desire to serve my country	1	2	3	4	5
d. Develop self-discipline	1	2	3	4	5
e. Earn more money than previous job(s)	1	2	3	4	5
f. Educational benefits	1	2	3	4	5
g. Family social support services	1	2	3	4	5
h. Get away from a personal problem	1	2	3	4	5
i. Influence of family	1	2	3	4	5
j. Influence of friends	1	2	3	4	5
k. Lack of civilian job opportunities	1	2	3	4	5
l. Medical care, coverage and benefits	1	2	3	4	5
m. Military tradition in family	1	2	3	4	5
n. Need to be on my own	1	2	3	4	5
o. Pay and allowances	1	2	3	4	5
p. Security and stability of a job	1	2	3	4	5
q. Training in job skills	1	2	3	4	5
r. Chance to travel	1	2	3	4	5
s. Repayment of loans	1	2	3	4	5
t. Prove that I could do it	1	2	3	4	5
u. Make Army a career	1	2	3	4	5
v. Become more mature	1	2	3	4	5
w. Take time out to decide about my life plans	1	2	3	4	5
x. Gain job experience	1	2	3	4	5
y. Escape from a bad neighborhood	1	2	3	4	5
z. Needed a place to live	1	2	3	4	5
aa. Chance for adventure	1	2	3	4	5

2. Which of the following strongly influenced you to join the Army? MARK ALL THAT APPLY.

- Parent(s)/Guardian(s)
- Friend(s)
- Wife/Husband/Girlfriend/Boyfriend
- Athletic Coach
- Teacher
- School Guidance Counselor
- ROTC student
- ROTC cadre member
- Service member
- Recruiter
- Radio advertisement
- Television advertisement
- Printed advertisement

3. What component of the Army did you join? Mark that option that best describes you.

- Active Army
- Reserve
- National Guard

4. How familiar are you with what will be expected of you in the Army?

- Extremely familiar
- Very familiar
- Moderately familiar
- A little familiar
- Not at all familiar

5. How long did you participate in the Delayed Entry Program (DEP)?

- Less than 1 month
- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- 7 months
- 8 months
- 9 months
- 10 months
- 11 months
- 12 months

6. How often did your recruiter hold DEP activities?

- More than once a month
- About once a month
- Less than once a month
- Never
- Don't know

7. How often did you attend DEP activities?

- More than once a month
- About once a month
- Less than once a month
- Never (Why not? Please list below)

_____

8. In which of the following activities did you participate while in the DEP? MARK ALL THAT APPLY.

- None
- Social functions with other people in the DEP
- Films, speakers, or question and answer sessions to get more information about Army
- Training sessions; for example, drill and ceremonies or first aid training
- Field trips to Army posts
- Physical training/exercise sessions
- Other types of DEP activities (please list below)

_____

9. **How important is each of the following TO YOU PERSONALLY?**

	Not at all important	Slightly important	Somewhat important	Moderately important	Quite important	Very important	Extremely important
a. Loyalty to the United States Army	1	2	3	4	5	6	7
b. Taking responsibility for your actions and decisions	1	2	3	4	5	6	7
c. Putting what is good for others above your own welfare	1	2	3	4	5	6	7
d. Dedication to serving the United States, even to risking your life in its defense	1	2	3	4	5	6	7
e. Commitment to working as a member of a team	1	2	3	4	5	6	7
f. Dedication to learning your job and doing it well	1	2	3	4	5	6	7
g. Personal drive to succeed in your work and advance	1	2	3	4	5	6	7
h. Being honest, open and truthful	1	2	3	4	5	6	7
i. Being courageous	1	2	3	4	5	6	7
j. Standing up for what you firmly believe is right	1	2	3	4	5	6	7
k. Working with others tactfully	1	2	3	4	5	6	7
l. Exhibiting excellent appearance	1	2	3	4	5	6	7
m. High moral standards	1	2	3	4	5	6	7
n. Building and maintaining physical fitness and stamina	1	2	3	4	5	6	7

BACKGROUND INFORMATION

10. **In what year were you born?**

19 | | |
|---|---|
| | 0 |
| | 1 |
| | 2 |
| | 3 |
| | 4 |
| 5 | 5 |
| 6 | 6 |
| 7 | 7 |
| 8 | 8 |
| 9 | 9 |

11. **When you were growing up, did you have a parent/guardian who was career active duty military?**
- Yes
- No

12. **Are you:**
- Male
- Female

13. **How many dependent children do you have (for whom you provide financial support)?**
- None
- 1
- 2
- 3
- 4 or more

14. **Are you of Hispanic/Spanish origin or ancestry (of any race)?**
- No
- Yes, Mexican, Mexican-American, Chicano
- Yes, Puerto Rican
- Yes, other Hispanic/Spanish

15. **What is your racial background?**
- American Indian, Eskimo or Aleut
- Asian or Pacific Islander
- Black
- White

16. **Please indicate where you received your schooling (kindergarten through grade 12) by marking the corresponding circle for each grade level. Do not include any GED equivalency education you received. You may mark more than one circle for each grade.**

	Grade Level												
	K	1	2	3	4	5	6	7	8	9	10	11	12
Public school													
Private school													
Home school													

17. **Have you completed at least one semester of college? Mark the highest level of college education that you completed:**
- None or did not complete a full semester
- One or more semesters of college
- One or more semesters of vocational college
- An associate degree
- A bachelor's degree or higher

18. **Did you graduate from the National Guard ChalleNGe program?**
- No
- Yes. In what state? _____

19. **Have you completed your high-school level studies? Please mark the credential you received after completion of your high school. Mark one even if you attended college:**

- Did not complete high school
- High school diploma
- Adult education diploma
- GED equivalency diploma
- High school certificate of attendance or completion
- Home school diploma (most instruction from parents/tutors)
- Correspondence school diploma
- Occupational program certificate

20. **What was your average grade during the time you were in high school?**

- A or A-
- B+ or B
- B- or C+
- C or C-
- D or lower

21. **During high school, did you participate in any of the following activities? MARK ONE RESPONSE FOR EACH ACTIVITY.**

	Participated as a Leader or Officer	Participated	Did Not Participate
a. Athletic teams			
b. Drama, music, art, chorus			
c. School clubs			
d. Other clubs (Scouts, "Y", 4-H, etc.)			

22. **During your high school years, what size city or area did you live in?**

- Large city (over 300,000 people)
- Suburb of a large city
- Medium-sized city (50,000-300,000)
- Small city or town (under 50,000)
- Rural area

23. **What is your current marital status?**

- Married
- Legally separated or filing for divorce
- Single, never married
- Single, engaged to be married
- Divorced
- Widowed

24. **Is there an important girlfriend/boyfriend in your life right now?**

- Does not apply; I am currently married
- Yes
- No

25. **Is your spouse/girlfriend/boyfriend currently working in a civilian job (including a job with the U.S. Army/Department of Defense)? MARK ONE.**

- Does not apply; I do not have a spouse/girlfriend/boyfriend
- Does not apply; my spouse/girlfriend/boyfriend is on active duty
- Yes, full-time
- Yes, part-time
- No, but is currently looking for work
- No, not looking for work but would like to work
- No, does not want to work now

26. **How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?**

- Does not apply; I do not have a spouse/girlfriend/boyfriend
- Very supportive
- Fairly supportive
- Mixed or neutral
- Fairly unsupportive
- Very unsupportive

27. **When your spouse/girlfriend/boyfriend was growing up, did he/she have a parent/guardian who was career active duty military?**

- Does not apply; I do not have a spouse/girlfriend/boyfriend
- Yes
- No
- Don't know

28. **Is your spouse/girlfriend currently pregnant?**

- Does not apply; I do not have a female spouse/girlfriend
- Yes
- No, but plans to be within one year
- No, but maybe in the future
- No, and does not plan to be
- Don't know

29. **During the last 12 months, have you (or your spouse/girlfriend) given birth to a child?**

- Does not apply
- Yes
- No

30. **During the two years before entering the Army, what was your average level of fitness?**

- Very high
- High
- Moderate
- Low
- Very low

31. **During the two years before entering the Army, how many fairly serious physical injuries did you receive?**

None
1-2
3-5
6-9
10 or more

32. **During the two years before entering the Army, were you ever advised by a medical practitioner not to participate in any exercise or sport programs?**

Yes
No

33. **Are you planning to go to college when your current enlistment term is up?**

Yes
No
Undecided

34. **Did you ever get into trouble at school for doing any of the things below? Mark all things for which you were sent to the principal's office. MARK ALL THAT APPLY.**

I was never sent to the principal's office
Missing class
Skipping school
Fighting
Being disorderly
Bad language
Smoking
Talking back to teachers
Other reasons

35. **Were you ever expelled or suspended from high school or junior high (intermediate school)?**

Yes
No

36. **If you ever thought about quitting high school, show why. MARK ALL THAT APPLY.**

I never thought about quitting high school
My family needed money or needed me at home
I was expelled or suspended
I was bored, wasn't learning anything useful
I got married or became a parent
I was getting bad grades
I didn't get along with the other students
The rules were too strict
I wasn't going to graduate on time
I didn't get along with the teachers, counselors, or the principal
I wanted to work full time
Other reasons

37. **Have you ever left a job for any of the following reasons? MARK ALL THAT APPLY.**

I haven't had a job outside the home
I went back to school
The pay was not good
I was laid off
I was fired
I found a better job
I moved to another location
I didn't get along with my supervisor
I was arrested
There was no chance to get ahead
The working conditions were bad (dangerous, hot, dusty, etc.)
To join the military
Other reasons

38. **Did you need to get a moral waiver in order to be accepted by the Army?**

Yes
No

39. **Did you need to get a medical waiver in order to be accepted by the Army?**

Yes
No

40. **What is the length of your enlistment term?**

2 years
3 years
4 years
More than 4 years

41. **During the last 6 months before entering the DEP, how often did you smoke cigarettes?**

Never
Rarely
Once a week or so
2-3 times a week
4-5 times a week
Daily

42. **During the last 6 months before entering the DEP, how often did you drink alcoholic beverages?**

Never
Rarely
Once a week or so
2-3 times a week
4-5 times a week
Daily

43. How strongly do you agree or disagree with the following statements about your military life? MARK A RESPONSE FOR EACH.

1 = Strongly Disagree
2 = Disagree
3 = Neither Agree nor Disagree
4 = Agree
5 = Strongly Agree

a. The Army has a great deal of personal meaning to me 1 2 3 4 5
b. It would be too costly for me to leave the Army in the near future 1 2 3 4 5
c. I am afraid of what might happen if I quit the Army without having another job lined up 1 2 3 4 5
d. Too much in my life would be disrupted if I decided I wanted to leave the Army now 1 2 3 4 5
e. I feel a strong sense of belonging to the Army 1 2 3 4 5
f. I feel "emotionally attached" to the Army 1 2 3 4 5
g. One of the problems of leaving the Army would be the lack of good alternatives 1 2 3 4 5

44. From what you know and have heard about the Army and civilian life, please indicate how you believe conditions in the military are compared with conditions in a civilian job you could realistically expect to get. MARK A RESPONSE FOR EACH.

1 = Don't Know
2 = Much Better in Civilian Life
3 = Somewhat Better in Civilian Life
4 = About the Same
5 = Somewhat Better in Army
6 = Much Better in Army

a. Pay 1 2 3 4 5 6
b. Retirement benefits 1 2 3 4 5 6
c. Benefits other than retirement 1 2 3 4 5 6
d. Assistance for civilian education 1 2 3 4 5 6
e. Opportunities to advance in your chosen field 1 2 3 4 5 6
f. Opportunities for job safisfaction 1 2 3 4 5 6
g. Quality of co-workers 1 2 3 4 5 6
h. Working hours/schedule 1 2 3 4 5 6
i. Time for personal/family life 1 2 3 4 5 6
j. Overall quality of life 1 2 3 4 5 6
k. Level of professionalism in the organization 1 2 3 4 5 6
l. Personal freedom 1 2 3 4 5 6
m. Job security 1 2 3 4 5 6
n. Total family income 1 2 3 4 5 6

45. How confident are you that you will: MARK A RESPONSE FOR EACH.

1 = Not Confident At All
2 = Slightly Confident
3 = Moderately Confident
4 = Very Confident
5 = Extremely Confident

a. Adapt to Army life 1 2 3 4 5
b. Complete your term of obligation 1 2 3 4 5
c. Meet the Army's physical requirements 1 2 3 4 5
d. Earn promotions in the Army 1 2 3 4 5

46. The kind of work I enjoy most is available:

- ○ only in the military.
- ○ primarily in the military.
- ○ equally in the military and civilian world.
- ○ primarily in the civilian world.
- ○ only in the civilian world.

47. Considering both your own qualifications and current labor market conditions, how difficult do you think it would be for you to find a good civilian job right now?

- ○ Very difficult
- ○ Difficult
- ○ Not particularly difficult or easy
- ○ Easy
- ○ Very easy

48. My personal or family situation would make it difficult for me to leave the Army in the next year or so.

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

49. Which ONE of the following best describes your current active duty Army career intentions? MARK ONE.

- ○ PROBABLY stay in until retirement
- ○ DEFINITELY stay in until retirement
- ○ PROBABLY stay in beyond my present obligation, but not necessarily to retirement
- ○ DEFINITELY stay in beyond my present obligation, but not necessarily to retirement
- ○ PROBABLY leave upon completion of my present obligation
- ○ DEFINITELY leave upon completion of my present obligation

50. **How many years of active duty service do you expect to have completed by the time you leave the Army?**

0	0
1	1
2	2
3	3
	4
	5
	6
	7
	8
	9

51. **If a male asked your advice about joining the Army, would you recommend that he . . . (MARK ONE)**
- join the Army?
- join another military service?
- not join a military service?

52. **If a female asked your advice about joining the Army, would you recommend that she . . . (MARK ONE)**
- join the Army?
- join another military service?
- not join a military service?

53. **Do any of the following cause you to be unsure about an Army career? MARK ALL THAT APPLY.**
- I don't have any uncertainty
- My lack of experience in the Army
- My career goals are unclear
- Unsure of chances for promotion
- Changes in Army job opportunities
- Changes in the Army mission
- Possibility of being subjected to sexual or racial discrimination

54. **How has your commitment to an Army career changed since you signed your Army contract?**
- Much greater now
- Somewhat greater now
- About the same as it was when I signed
- Somewhat less now
- Much less now

55. **At the present time, how do you feel about your decision to enlist in the Army?**
- Definitely made the right decision
- Probably made the right decision
- Not sure
- Probably made the wrong decision
- Definitely made the wrong decision

56. **Assume you were to leave the Army in the next six months. Which of the following reasons for leaving would likely apply in your case? RESPOND TO EACH ITEM.**

	Not Likely to Apply	Likely to Apply
a. Failure to meet physical requirements		
b. Problems adjusting to Army life		
c. Family problems at home		
d. Pregnancy		
e. Disciplinary problems; minor offense		
f. Poor academic performance		
g. Illness/medical condition		
h. Homesickness		
i. Lack of motivation; boredom		
j. Problems with supervisors		
k. Racial discrimination		
l. Sexual or gender discrimination		
m. Better job opportunities outside the Army		
n. Injuries sustained during training		
o. Not getting desired military job		
p. Sexual harassment		
q. One or more serious offenses		
r. Not getting along with others		

57. **At the present time, what level of strain, conflict or stress – if any – are you experiencing about your stay in the Army?**
- Very high
- High
- Moderate
- Low
- Very low
- None

58. **How would you rate your current level of morale?**
- Very high
- High
- Moderate
- Low
- Very low

59. **Enter your Social Security Number below.**

			–			–				
0	0	0		0	0		0	0	0	0
1	1	1		1	1		1	1	1	1
2	2	2		2	2		2	2	2	2
3	3	3		3	3		3	3	3	3
4	4	4		4	4		4	4	4	4
5	5	5		5	5		5	5	5	5
6	6	6		6	6		6	6	6	6
7	7	7		7	7		7	7	7	7
8	8	8		8	8		8	8	8	8
9	9	9		9	9		9	9	9	9

SOLDIER RECEPTION SURVEY

SURVEY APPROVAL AUTHORITY: U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES
SURVEY CONTROL NUMBER: PT 60-18A

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How to fill out this survey.

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MARKING INSTRUCTIONS

- **Please use a No. 2 pencil.**
- **Please completely fill in the response as shown in the examples:**

Some questions ask you to mark ONLY ONE answer.

What component of the Army did you join? Mark the option that best describes you.

● Active Army
Reserve
National Guard

Other questions ask you to mark MORE THAN ONE answer.

Which of the following strongly influenced you to join the Army? MARK ALL THAT APPLY.

Parent(s)/Guardian(s)
● Friend(s)
Wife/Husband/Girlfriend/Boyfriend
● Athletic Coach
● Teacher

1. Listed below are some reasons why people join the Army. How important was each of these reasons in your decision to join the Army?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
a. Army advertising	1	2	3	4	5
b. Army recruiter	1	2	3	4	5
c. Desire to serve my country	1	2	3	4	5
d. Develop self-discipline	1	2	3	4	5
e. Earn more money than previous job(s)	1	2	3	4	5
f. Educational benefits	1	2	3	4	5
g. Family social support services	1	2	3	4	5
h. Get away from a personal problem	1	2	3	4	5
i. Influence of family	1	2	3	4	5
j. Influence of friends	1	2	3	4	5
k. Lack of civilian job opportunities	1	2	3	4	5
l. Medical care, coverage and benefits	1	2	3	4	5
m. Military tradition in family	1	2	3	4	5
n. Need to be on my own	1	2	3	4	5
o. Pay and allowances	1	2	3	4	5
p. Security and stability of a job	1	2	3	4	5
q. Training in job skills	1	2	3	4	5
r. Chance to travel	1	2	3	4	5
s. Repayment of loans	1	2	3	4	5
t. Prove that I could do it	1	2	3	4	5
u. Make Army a career	1	2	3	4	5
v. Become more mature	1	2	3	4	5
w. Take time out to decide about my life plans	1	2	3	4	5
x. Gain job experience	1	2	3	4	5
y. Escape from a bad neighborhood	1	2	3	4	5
z. Needed a place to live	1	2	3	4	5
aa. Chance for adventure	1	2	3	4	5

2. Which of the following strongly influenced you to join the Army? MARK ALL THAT APPLY.

- Parent(s)/Guardian(s)
- Brother/Sister
- Friend(s)
- Wife/Husband/Girlfriend/Boyfriend
- Athletic Coach
- Teacher
- School Guidance Counselor
- ROTC student
- ROTC cadre member
- Service member
- Recruiter
- Radio advertisement
- Television advertisement
- Printed advertisement

3. What component of the Army did you join? Mark that option that best describes you.

- Active Army
- Reserve
- National Guard

4. How familiar are you with what will be expected of you in the Army?

- Extremely familiar
- Very familiar
- Moderately familiar
- A little familiar
- Not at all familiar

5. How long did you participate in the Delayed Entry Program (DEP)?

- Less than 1 month
- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- 6 months
- 7 months
- 8 months
- 9 months
- 10 months
- 11 months
- 12 months

6. How often did your recruiter hold DEP activities?

- More than once a month
- About once a month
- Less than once a month
- Never
- Don't know

7. How often did you attend DEP activities?

- More than once a month
- About once a month
- Less than once a month
- Never (Why not? Please list below)

_____

8. In which of the following activities did you participate while in the DEP? MARK ALL THAT APPLY.

- None
- Social functions with other people in the DEP
- Films, speakers, or question and answer sessions to get more information about Army
- Training sessions; for example, drill and ceremonies or first aid training
- Field trips to Army posts
- Physical training/exercise sessions
- Other types of DEP activities (please list below)

_____

9. **How important is each of the following TO YOU PERSONALLY?**

	Extremely important	Very important	Quite important	Moderately important	Somewhat important	Slightly important	Not at all important
a. Loyalty to the United States Army	1	2	3	4	5	6	7
b. Taking responsibility for your actions and decisions	1	2	3	4	5	6	7
c. Putting what is good for others above your own welfare	1	2	3	4	5	6	7
d. Dedication to serving the United States, even to risking your life in its defense	1	2	3	4	5	6	7
e. Commitment to working as a member of a team	1	2	3	4	5	6	7
f. Dedication to learning your job and doing it well	1	2	3	4	5	6	7
g. Personal drive to succeed in your work and advance	1	2	3	4	5	6	7
h. Being honest, open and truthful	1	2	3	4	5	6	7
i. Being courageous	1	2	3	4	5	6	7
j. Standing up for what you firmly believe is right	1	2	3	4	5	6	7
k. Working with others tactfully	1	2	3	4	5	6	7
l. Exhibiting excellent appearance	1	2	3	4	5	6	7
m. High moral standards	1	2	3	4	5	6	7
n. Building and maintaining physical fitness and stamina	1	2	3	4	5	6	7

BACKGROUND INFORMATION

10. **In what year were you born?**

19 ☐☐

	0
	1
	2
	3
	4
5	5
6	6
7	7
8	8
9	9

11. **When you were growing up, did you have a parent/guardian who was career active duty military?**

○ Yes ○ No

12. **Are you:**

○ Male ○ Female

13. **How many dependent children do you have (for whom you provide financial support)?**

○ None ○ 1 ○ 2 ○ 3 ○ 4 or more

14. **Are you of Hispanic/Spanish origin or ancestry (of any race)?**

○ No
○ Yes, Mexican, Mexican-American, Chicano
○ Yes, Puerto Rican
○ Yes, other Hispanic/Spanish

15. **What is your racial background?**

○ American Indian, Eskimo or Aleut
○ Asian or Pacific Islander
○ Black
○ White

ABOUT YOUR EDUCATION

16. **Fill in the circles for each grade you finished. It's OK to choose more than one type of school. Fill a circle for EACH grade you finished.**

	PUBLIC school	PRIVATE school	Classes mostly at HOME	GED equivalency
Grade 1	○	○	○	○
Grade 2	○	○	○	○
Grade 3	○	○	○	○
Grade 4	○	○	○	○
Grade 5	○	○	○	○
Grade 6	○	○	○	○
Grade 7	○	○	○	○
Grade 8	○	○	○	○
Grade 9	○	○	○	○
Grade 10	○	○	○	○
Grade 11	○	○	○	○
Grade 12	○	○	○	○

IMPORTANT: Make sure you filled a circle above for EVERY GRADE you finished.

17. **Did you finish high school?**

○ No ○ Yes. If yes, choose the credential(s) you earned when you finished high school.
Fill in at least one circle:

- ○ Diploma – earned from a public or private **traditional day school**
- ○ Diploma – earned from an **adult (continuation)** school
- ○ Diploma – issued by parents or tutors for **home schooling**
- ○ Diploma – issued by an association, school, or state for **home schooling**
- ○ Diploma – issued by a **vocational or technical** school
- ○ Diploma – issued by a **correspondence** school
- ○ GED **equivalency** diploma
- ○ Certificate – for high school **attendance or completion**

18. **Did you finish one semester/quarter of college (at least 4 courses)? Do not include advanced placement courses you took in high school.**

- No
- Yes. If yes, fill in your highest level:
  - One or more semesters/quarters of college
  - One or more semesters/quarters of vocational college
  - An associate degree
  - A bachelor's or higher degree

19. **Did you participate in the National Guard ChalleNGe program?**

- No
- Yes. If yes, did you graduate from ChalleNGe?
  - No
  - Yes

20. **What was your average grade during the time you were in high school?**

- A or A-
- B+ or B
- B- or C+
- C or C-
- D or lower

21. **Are you planning to go to college?**

- Yes, while on active duty during this enlistment
- Yes, after I complete this term of active duty
- No
- Undecided

22. **Did you ever get into trouble at school for doing any of the things below? Mark all things for which you were sent to the principal's office. MARK ALL THAT APPLY.**

- I was never sent to the principal's office
- Missing class
- Skipping school
- Fighting
- Being disorderly
- Bad language
- Smoking
- Talking back to teachers
- Other reasons

23. **Were you ever expelled from high school or junior high (intermediate school)?**

- Yes
- No

24. **Were you ever suspended from high school or junior high (intermediate school)?**

- Yes
- No

25. **If you ever thought about quitting high school, show why. MARK ALL THAT APPLY.**

- I never thought about quitting high school
- My family needed money or needed me at home
- I was expelled or suspended
- I was bored, wasn't learning anything useful
- I got married or became a parent
- I was getting bad grades
- I didn't get along with the other students
- The rules were too strict
- I wasn't going to graduate on time
- I didn't get along with the teachers, counselors, or the principal
- I wanted to work full time
- Other reasons

26. **During high school, did you participate in any of the following activities? MARK ONE RESPONSE FOR EACH ACTIVITY.**

	Participated as a Leader or Officer	Participated	Did Not Participate
a. Athletic teams			
b. Drama, music, art, chorus			
c. School clubs			
d. Other clubs (Scouts, "Y", 4-H, etc.)			

27. **During your high school years, what size city or area did you live in?**

- Large city (over 300,000 people)
- Suburb of a large city
- Medium-sized city (50,000-300,000)
- Small city or town (under 50,000)
- Rural area

28. **What is your current marital status?**

- Married
- Legally separated or filing for divorce
- Single, never married
- Single, engaged to be married
- Divorced
- Widowed

29. **Is there an important girlfriend/boyfriend in your life right now?**

- Does not apply; I am currently married
- Yes
- No

30. **Is your spouse/girlfriend/boyfriend currently working in a civilian job (including a job with the U.S. Army/Department of Defense)? MARK ONE.**

- Does not apply; I do not have a spouse/ girlfriend/boyfriend
- Does not apply; my spouse/girlfriend/boyfriend is on active duty
- Yes, full-time
- Yes, part-time
- No, but is currently looking for work
- No, not looking for work but would like to work
- No, does not want to work now

31. **How supportive is your spouse/girlfriend/boyfriend of your making a career of the Army?**

- Does not apply; I do not have a spouse/ girlfriend/boyfriend
- Very supportive
- Fairly supportive
- Mixed or neutral
- Fairly unsupportive
- Very unsupportive

32. **When your spouse/girlfriend/boyfriend was growing up, did he/she have a parent/guardian who was career active duty military?**

- Does not apply; I do not have a spouse/ girlfriend/boyfriend
- Yes
- No
- Don't know

33. **Is your spouse/girlfriend currently pregnant?**

- Does not apply; I do not have a female spouse/ girlfriend
- Yes
- No, but plans to be within one year
- No, but maybe in the future
- No, and does not plan to be
- Don't know

34. **During the last 12 months, have you (or your spouse/girlfriend) given birth to a child?**

- Does not apply
- Yes
- No

35. **During the two years before entering the Army, what was your average level of fitness?**

- Very high
- High
- Moderate
- Low
- Very low

36. **During the two years before entering the Army, how many fairly serious physical injuries did you receive?**

- None
- 1-2
- 3-5
- 6-9
- 10 or more

37. **During the two years before entering the Army, were you ever advised by a medical practitioner not to participate in any exercise or sport programs?**

- Yes
- No

38. **Have you ever left a job for any of the following reasons? MARK ALL THAT APPLY.**

- I haven't had a job outside the home
- I went back to school
- The pay was not good
- I was laid off
- I was fired
- I found a better job
- I moved to another location
- I didn't get along with my supervisor
- I was arrested
- There was no chance to get ahead
- The working conditions were bad (dangerous, hot, dusty, etc.)
- To join the military
- Other reasons

39. **Did you need to get a moral waiver in order to be accepted by the Army?**

- Yes
- No

40. **Did you need to get a medical waiver in order to be accepted by the Army?**

- Yes
- No

41. **What is the length of your enlistment term?**

- 2 years
- 3 years
- 4 years
- More than 4 years

42. **During the last 6 months before entering the DEP, how often did you smoke cigarettes?**

- Never
- Rarely
- Once a week or so
- 2-3 times a week
- 4-5 times a week
- Daily

43. **During the last 6 months before entering the DEP, how often did you drink alcoholic beverages?**

- Never
- Rarely
- Once a week or so
- 2-3 times a week
- 4-5 times a week
- Daily

44. How strongly do you agree or disagree with the following statements about your military life? MARK A RESPONSE FOR EACH.

1 = Strongly Agree
2 = Agree
3 = Neither Agree nor Disagree
4 = Disagree
5 = Strongly Disagree

a. The Army has a great deal of personal meaning to me 1 2 3 4 5
b. It would be too costly for me to leave the Army in the near future 1 2 3 4 5
c. I am afraid of what might happen if I quit the Army without having another job lined up 1 2 3 4 5
d. Too much in my life would be disrupted if I decided I wanted to leave the Army now 1 2 3 4 5
e. I feel a strong sense of belonging to the Army 1 2 3 4 5
f. I feel "emotionally attached" to the Army 1 2 3 4 5
g. One of the problems of leaving the Army would be the lack of good alternatives 1 2 3 4 5

45. From what you know and have heard about the Army and civilian life, please indicate how you believe conditions in the military are compared with conditions in a civilian job you could realistically expect to get. MARK A RESPONSE FOR EACH.

1 = Much Better in Army
2 = Somewhat Better in Army
3 = About the Same
4 = Somewhat Better in Civilian Life
5 = Much Better in Civilian Life
6 = Don't Know

a. Pay 1 2 3 4 5 6
b. Retirement benefits 1 2 3 4 5 6
c. Benefits other than retirement 1 2 3 4 5 6
d. Assistance for civilian education ... 1 2 3 4 5 6
e. Opportunities to advance in your chosen field 1 2 3 4 5 6
f. Opportunities for job safisfaction ... 1 2 3 4 5 6
g. Quality of co-workers 1 2 3 4 5 6
h. Working hours/schedule 1 2 3 4 5 6
i. Time for personal/family life 1 2 3 4 5 6
j. Overall quality of life 1 2 3 4 5 6
k. Level of professionalism in the organization 1 2 3 4 5 6
l. Personal freedom 1 2 3 4 5 6
m. Job security 1 2 3 4 5 6
n. Total family income 1 2 3 4 5 6

46. How confident are you that you will: MARK A RESPONSE FOR EACH.

1 = Extremely Confident
2 = Very Confident
3 = Moderately Confident
4 = Slightly Confident
5 = Not Confident At All

a. Adapt to Army life 1 2 3 4 5
b. Complete your term of obligation 1 2 3 4 5
c. Meet the Army's physical requirements 1 2 3 4 5
d. Be successful in basic training 1 2 3 4 5
e. Earn promotions in the Army 1 2 3 4 5

47. The kind of work I enjoy most is available:

- ○ only in the military.
- ○ primarily in the military.
- ○ equally in the military and civilian world.
- ○ primarily in the civilian world.
- ○ only in the civilian world.

48. Considering both your own qualifications and current labor market conditions, how difficult do you think it would be for you to find a good civilian job right now?

- ○ Very difficult
- ○ Difficult
- ○ Not particularly difficult or easy
- ○ Easy
- ○ Very easy

49. My personal or family situation would make it difficult for me to leave the Army in the next year or so.

- ○ Strongly agree
- ○ Agree
- ○ Neither agree nor disagree
- ○ Disagree
- ○ Strongly disagree

50. Which ONE of the following best describes your current Army career intentions? MARK ONE.

- ○ PROBABLY stay in until retirement
- ○ DEFINITELY stay in until retirement
- ○ PROBABLY stay in beyond my present obligation, but not necessarily to retirement
- ○ DEFINITELY stay in beyond my present obligation, but not necessarily to retirement
- ○ PROBABLY leave upon completion of my present obligation
- ○ DEFINITELY leave upon completion of my present obligation

51. **How many years of active duty service do you expect to have completed by the time you leave the Army? (Zero if no active duty)**

0	0
1	1
2	2
3	3
	4
	5
	6
	7
	8
	9

52. **A male friend who you think is qualified asks your advice about joining the Army. Would you recommend that he . . . (MARK ONE)**

join the Army?
join another military service?
not join a military service?

53. **A female friend who you think is qualified asks your advice about joining the Army. Would you recommend that she . . . (MARK ONE)**

join the Army?
join another military service?
not join a military service?

54. **Do any of the following cause you to be unsure about an Army career? MARK ALL THAT APPLY.**

My lack of experience in the Army
My career goals are unclear
Unsure of chances for promotion
Changes in Army job opportunities
Changes in the Army mission
Possibility of being subjected to sexual or racial discrimination
None of the above

55. **How has your commitment to an Army career changed since you signed your Army contract?**

Much greater now
Somewhat greater now
About the same as it was when I signed
Somewhat less now
Much less now

56. **At the present time, how do you feel about your decision to enlist in the Army?**

Definitely made the right decision
Probably made the right decision
Not sure
Probably made the wrong decision
Definitely made the wrong decision

57. **Assume you were to leave the Army in the next six months. Which of the following reasons for leaving would likely apply in your case? RESPOND TO EACH ITEM.**

	Not Likely to Apply	Likely to Apply
a. Failure to meet physical requirements		
b. Problems adjusting to Army life		
c. Family problems at home		
d. Pregnancy		
e. Disciplinary problems; minor offense		
f. Poor academic performance		
g. Illness/medical condition		
h. Homesickness		
i. Lack of motivation; boredom		
j. Problems with supervisors		
k. Racial discrimination		
l. Sexual or gender discrimination		
m. Better job opportunities outside the Army		
n. Injuries sustained during training		
o. Not getting desired military job		
p. Sexual harassment		
q. One or more serious offenses		
r. Not getting along with others		

58. **At the present time, what level of strain, conflict or stress – if any – are you experiencing about your stay in the Army?**

Very high — Low
High — Very low
Moderate — None

59. **How would you rate your current level of morale?**

Very high — Low
High — Very low
Moderate

60. **Have you participated in Values Training since entering the Army?**

Yes — No

61. **Enter your Social Security Number below.**

			–			–				
0	0	0		0	0		0	0	0	0
1	1	1		1	1		1	1	1	1
2	2	2		2	2		2	2	2	2
3	3	3		3	3		3	3	3	3
4	4	4		4	4		4	4	4	4
5	5	5		5	5		5	5	5	5
6	6	6		6	6		6	6	6	6
7	7	7		7	7		7	7	7	7
8	8	8		8	8		8	8	8	8
9	9	9		9	9		9	9	9	9